



NEWSLETTER

*University Faculty, Librarian and Professional Union
AFT Local 1474, Berkeley & San Francisco Campuses*

Issue #2 February 1993

FALL REPORT OF UNION ACTIVITIES: WHAT WE'VE BEEN UP TO

Much of our activity since the 'new and improved' local pulled up anchor in July has been focused around membership consolidation, involving members in the re-creation of an active and viable union, handling grievances, contract negotiations, outreach to other campus unions, and becoming active in statewide efforts to preserve public higher education.

On October 27th, we co-sponsored a campus noontime rally at Sproul Plaza with the other campus unions. The rally was to encourage a strong election turnout, especially for a yes vote on the TAX THE RICH initiative, prop. 167, to support the upcoming AGSE recognition efforts, and to argue for the democratization of the Regents. Mary Bergan, president of the California Federation of Teachers spoke as our representative as did Maureen Katz, lecturer and secretary of our local.

Our Fall general meeting took place on November 17. We had an enthusiastic turnout of lecturers, librarians, and senate faculty. The elected officers introduced themselves and spoke about the various activities and proposed committees of the local. We proposed a

Continued on page 2

DISCUSSION OF A POSITION ON DEMOCRATIZATION OF THE REGENTS TO TAKE PLACE AT FEB. 25TH MEETING

Proposals have been made to democratize the UC-Regents, and our statewide University Council has voted to support this idea in general. We need to have open debate and decision making in our local about what form we should be proposing for changing the regent selection process.

For example, if Regents are to be elected, should the entire state vote, should some seats be filled by a vote of the campus community or are there other ways that will address the issues of isolation and elitism that have arisen about the Regents? Spokespersons for various positions will open the debate for our membership meeting on the 25th. If you are interested in speaking to a particular aspect of the debate or have a proposal to make, please contact our president, Susana Hinojosa at 655-7396.

MEMBERSHIP MEETING

**Thursday, February 25
5:30-7:30 PM**

**Lounge
Institute of Industrial Relations
2521 Channing Way**

***** SURVEY RESULTS *****

UC-AFT Local 1474 had the benefit of a student intern, Bonnie Cheng, during the fall semester, through Economics 198 (Independent Studies). The Executive Board decided to use Bonnie's time and talents to conduct a survey of all the lecturers on the Berkeley campus. Our grievance committee had fielded many questions from lecturers who received letters of reappointment indicating a severe drop in the number of courses assigned to the lecturers for the next three years, and we wanted to find out how the ongoing budget cuts were affecting lecturers in general. We then decided to survey our members who are Senate faculty to get a picture of how the budget is affecting them and their departments. Maureen Katz and Mary Ruth Gross wrote the surveys and supervised Bonnie's work.

We distributed the lecturer surveys in the middle of October by hiring students to put them into campus mail boxes. We asked the lecturers to mail their responses back to Bonnie. We received only six responses through the mail, so Bonnie telephoned approximately 100 lecturers from departments that we thought would have been most affected by budget cuts. Only six lecturers responded to her call, all of whom said they did not receive the survey. Our sample is therefore too small to generate any meaningful statistics, but many respondents wrote thoughtful comments. Half of the lecturers who responded have noticed an increase in class size in the last three years. A few indicated a reduction in support services, such as xeroxing, telephone, undergraduate tutors and

Continued on page 2

membership committee to do outreach and recruitment, a **political action committee** to address faculty, staff and student needs especially around the state and local university budget cuts, intracampus union support and democratization of the regents (see accompanying articles), a **newsletter committee**, and a **grievance committee**. While these committees are important aspects of any viable local, unfortunately few people availed themselves of the opportunity to sign up to do work. We are all volunteers and we are trying hard to do tasks for which we need more active members to become involved! Please contact any of the members of the executive committee to sign up.

Bill Whitson then discussed the state of contract negotiations for the librarians (the contract is being printed) and the lecturers (still negotiating the reopeners). He also encouraged members to make use of the grievance committee early if they are having a difficulty, even if they think it is not formally covered by the contract. Bill is handling grievances for the librarians, Mary Ruth Gross for the lecturers.

The meeting then opened up for discussion of the activities of the Committee for a Responsible University led by Charlie Schwartz, concerning democratization of the regents. A spokesperson for AGSE gave a report about the upcoming strike and we strategized about various ways to support the graduate student instructors union given our no strike clause in the contract. Members from UPTE and AFSCME also gave reports on their campus union activities. Judy Michaels, the legislative director for the CFT came from Sacramento and gave us an update hot off the presses about the proposed budget cuts and struggles in Sacramento as they affect UC. The meeting ended with a vote for unanimous support for AGSE recognition from the Regents.

We sent out two surveys this Fall (one to all lecturers and another to Senate faculty who are members of AFT) to assess the level of effects on teaching and services due to already enacted budget cuts and the anticipated budget cuts. We would like to address issues of gender and racial equality as they may be affected by budget cuts, as well as increased teaching loads, loss of support services, closing of libraries and increased work loads—to mention a few of the issues. The survey results are described in an article by Mary Ruth Gross in this issue. We had a difficult time making sure all lecturers received the surveys, and received very few responses back. If you received a survey and never returned it, please fill it out and do so. You can contact us as well if you need another one. We still want to hear from you!

In addition to these activities, we have given donations to the AIDS Walk in San Francisco, The Coalition of Labor Union Women, and as stated above, The Ad Hoc Committee on Equity and Faculty Pay Policy.

So, we have been busy and anticipate a full Spring as well. As we have said though, the main goal of this first year is to organize the membership so that we have an effective system of communication, including distribution of information, and to reinvolve the members to create a viable union. It is our union and we need your help! We hope to see you at the upcoming general meeting on February 25. Please sign up and get involved.

Maureen Katz,
AFT 1474 Secretary

equipment set-up. Others mentioned that they never had any support services to begin with.

Suggestions about how the union should address the problems of lecturers include: publicize our situation, fight the cuts in reappointments of post-six year lecturers, emphasize education & how important it is for future production and improvement, Attention should be given to merit increases after a certain number of years. One lecturer pointed out that many lecturers are women and people of color. This gets UC off the hook to some extent in terms of hiring women and people of color as "real" faculty, because it looks to the students like we are real faculty and we're teaching the more "socially relevant" classes.

We then decided that union members who are Senate faculty would be a good source of information about what's going on generally in the departments, so we wrote another survey, asking Senate faculty about how the budget cuts have affected them personally and their departments. We sent them first class mail with stamped self-addressed envelopes, but so far have received only six responses. All respondents report some individual effects of the budget cuts, including classes cut from the curriculum, delayed promotion, increases in class size and decreases in clerical, xeroxing, mail and services.

Five of the six respondents reported elimination of teaching positions, including lecturers, tenured faculty and temporary teaching positions. Four out of six report reductions in non-teaching staff positions, resulting in less organization and longer processing time. Five out of six also report reduced class offerings. Decisions about class offerings were arrived at in different ways by different departments: department review, faculty meetings, or chair and vice-chair decision-making. Several respondents commented on the effect of the budget cuts on students, such as the department being less attractive to graduate students because of the decrease in full-time faculty and the subsequent difficulty in giving individual attention to both graduate and undergraduate students. One professor points out that graduate students have suffered from tuition increases and radical reductions in financial support and work options.

It is clear from the surveys that our local needs a more effective way to get information out, especially when we are trying to reach non-members as well as members. We also need a better system for getting information back to the Executive Board from members. We need some sort of steward system so that people have someone they can contact in their departments or buildings, but we don't have enough volunteers yet to put into place a workable system at this time. This will be the subject of discussion at future executive board meetings, which are open for any member to attend.

Mary Ruth Gross
AFT 1474 Vice-President

New administrative approach?

Library administration recently issued a detailed set of guidelines for the way in which reassignments should be handled within the Library. Although they apply only to non-academic personnel, and not librarians, they represent a very positive approach on the part of Library administration which we may be able to attribute to our new University Librarian, Dorothy Gregor.

The Library has been experiencing a good deal of turmoil and stress during the last two years, as the result of substantial staffing reductions, and the consequent need to reorganize, consolidate and reassign responsibilities. As the result of the two Early Retirement Incentive Programs, the number of librarians has dropped from about 145 two years ago to about 115 today, and only a very small number of the retirees will be replaced. Significant reductions in support staff have also taken place. Even more such changes are expected in the years to come.

Responding to staff concerns, Library administration conducted a series of meetings, beginning with Department Heads, then involving all staff in unit and department meetings, then returning to Department Heads, to gather the widest possible "input" about what should be done to make the process of consolidations and reassignments take place smoothly and produce the best results, for both the Library and the staff involved. Most important, the Library Human Resources Department then took the input, put it all together and produced a set of guidelines which reasonably reflected that input.

Even though the guidelines do not apply to librarians, we expect that the spirit of concern for staff expressed in those guidelines will be reflected in any reassignments involving librarians. In fact, last spring, Library administration did issue an informal policy regarding librarian reassignments which was a bit more generous in its reassurances or intent than what was later accepted by the University in the contract negotiations over the Reassignment article.

New MOU language on Reassignments

The union asked to renegotiate the Reassignment article nearly a year ago, before the arrival of the new University Librarian, in response to complaints from members about actual reassignments in which no clear description of the new responsibilities was provided, no per cent time was indicated, reporting relationships for purposes of evaluation were unclear, and it was not even clear whether the reassignments were indefinite, or would end at some point. Even though these cases may have been relatively unusual, the fact that they could occur made us realize the need for "rules" covering such situations. The appropriate place for such rules is the MOU.

The Reassignment article of the MOU was revised and expanded in the recently concluded 1992 negotiations. It now clearly defines a reassignment as a "change in the organizational unit or reporting relationship of a librarian." This can be temporary or permanent, so it applies to arrangements usually characterized as "rotational," or "acting."

Any such reassignment must either be permanent, or have a "specified ending date." Of course, a temporary reassignment can always be extended, with another specified ending date. But you must now be given this much professional consideration. If a temporary assignment is to be continued, month after month, or year after year, there must at least be some conscious, positive action on the part of Library administration.

Any time a reassignment may be considered involuntary—unless you have expressly requested or agreed to it—you must be consulted beforehand, if you wish. The article in the MOU reads simply "When an involuntary reassignment is anticipated, the University will offer to meet with the librarian to discuss the proposed change."

Any time a reassignment occurs, you **MUST** be given a "WRITTEN DESCRIPTION of the new assignment, including its reporting relationship and duration if not indefinite." Normally, you should receive the written description before the reassignment occurs, or when it takes place, but in any case, you **MUST** be given such a written description within 10 working days of the time the reassignment takes place.

Although the above paragraph is all that is actually spelled out or required by the MOU, we would expect Library administration or other campus administrators, in the case of affiliated librarians, to discuss any reassignment with the librarian ahead of time in sufficient detail that a clear mutual understanding is reached about the new assignment, including the per cent time involved. If this is done, putting that understanding into a concise written form should be a trivial task. The important thing is that when a decision is made to reassign, some decisions must also be made about the specific content of that reassignment, including how much time one is expected to devote to it!

Lest this all seem too difficult, we were pleased to note that, last summer, when two branch heads (not covered by the MOU) were temporarily reassigned to jointly fill the position of Acting Head of the Science Libraries, the notice in *CU News* [the Library newsletter] neatly and concisely specified the general nature of the duties, the duration of the assignment, the per cent time, and even the fact that the two people involved would continue to be reached in their new capacities in their regular branch offices, rather than at the office normally used by the Head of the Science Libraries. It **CAN** be done.

Bill Whitson

POLITICAL ACTION NEWS

Karen Maxson, the UC-AFT Field Representative, recently distributed copies of a "Legislative Manual" to support the work of campus locals' political action committees. Work has also begun to organize a Sacramento "lobby day" later on in the Spring. Karen is based in the Sacramento office of the California Federation of Teachers, and is working closely with CFT officials, especially Judy Michaels, the CFT Legislative Director.

The issue of the Regents selection process received a boost in visibility and "credibility" with the introduction of Senate Constitutional Amendment No. 2, by Senator Quentin Kopp. The proposed amendment would provide for the appointment of only six Regents by the Governor, and allow appointment of three by the Speaker of the Assembly, and one each by the Senate Rules Committee, the President of the UC Alumni Association and the UC Student Body Presidents. The term would be reduced from 16 to 8 years. While this is only one approach, and probably not the one UC-AFT would prefer, it at least puts the issue "on the table," and forces people to realize that change is both desirable and possible.

At the end of January, Karen Maxson joined forces

with Andy Shaw, Executive Director of the UC Students Association and Prof. Charles Schwartz (UCB), prominent critic of UC administration, in a meeting with Assemblyman Bob Campbell (D) of Richmond, who chairs the Assembly Ways and Means Subcommittee #2, School Finance, to discuss Prof. Schwartz' investigative findings of "administrative bloat" in the UC budget. Schwartz's reports document an excessive increase in general administrative expenditures over the last thirty years, relative to other budget categories such as those for academic programs. In the last five years alone, general administration expense has grown 19% while academic program support grew by only 9%. UC-AFT supports proposals to cap administrative salaries, as one step toward change. UCSA strongly opposes the current and proposed student fee increases. Assemblyman Campbell was very sympathetic, and especially encouraged more of the kind of investigative work Schwartz is doing. He also recommended that we talk to Senator Nicolas Petris, his counterpart in the Senate. We will meet with Petris, and continue to work with Campbell.

Local 1474 still needs members to work on our Political Action Committee! Please contact Susana Hinojosa (Moffitt Library) if you are interested.

NEWS NOTES

- The Unit 18 (Lecturers) contract negotiations have finally been concluded. Copies of the changes agreed upon are being mailed in mid-February to all lecturers who are members of UC-AFT, for ratification by mail ballot. There will be an opportunity to ask questions and discuss the changes at the February 25 general meeting.

- The Unit 17 (Librarians) revised contract has been printed and distributed to the campuses. Every librarian in the bargaining unit should receive a new (yellow) copy of the MOU from Library Human Resources Department or other campus administrative office (affiliated librarians) by the middle of February.

- We must submit a request by the end of February for any Librarian MOU articles we wish to reopen in 1993. If there is anything you think ought to be changed, let us know right away!

- Local 1474 sends delegates to meetings of the Alameda Council Central Labor Council. We have openings for delegates. If you're interested, contact the President, Susana Hinojosa.

University Council-AFT Local 1474 Newsletter

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